

TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April 1993 #122

GEB Amends Teamster Constitution

1st Step for Grievance Reform

The Teamster General Executive Board (GEB) met on March 7 in Washington, D.C., and took action to ensure that grievance reform and democratic bargaining processes in our national contracts would be possible. The GEB heeded the needs and concerns of Teamsters working in freight, UPS and carhaul by amending Article 12 of our IBT Constitution.

International Vice President Bill Urman explained, "This was the right thing to do. In fact, I think we were required to do it, to enable any reform of the grievance panel system. But the bottom line is, it now has to be followed through. That will be important."

The language has been clarified so that Ron Carey can move forward on two of his major campaign planks. The language now explicitly states that the General President has the authority to designate the union chairs of grievance panels for the various master contracts, and to designate union representatives on bargaining committees for the national master contracts and their supplements (see box).

The GEB voted unanimously in favor of the action, with all 16 members of the Carey Slate and also the

three others who had run on the Durham and Shea slates supporting it. The GEB has the authority to amend Article 12, the part of our union constitution that deals with contract bargaining, ratification, and enforcement rights. This is the same mechanism used when we won majority rule on our contracts votes in October 1988.

Old Guard Reacts

The union officials who are trying to block grievance panel reform have been set back by the move, and are screaming about it. Jack Yager, the chairman of the policy committee of the Central Conference, sent a statement to all locals in the Central Conference claiming the amendment cannot take effect and that he will continue to appoint grievance chairs in the Central Conference. He told a meeting of union officials the day after the GEB meeting that Carey would need "the national guard" to put the constitutional amendment into effect.

Yager seems determined to continue an all-out fight against the direction of our union, rather than supporting any unified action to strengthen the union. He is the point man for the old guard forces around R. V. Durham,

who lost the December 1991 election.

"The old guard just don't get it," said Memphis Local 984 carhauler Sandy Goss. "If we had wanted Durham and his cronies to run this union, the members would have elected them. Carey is starting to do exactly what the members elected him to do, reform the grievance procedure." Goss and other members of the Memphis TDU chapter played a major role in pushing last summer's Petition to Reform the Southern Conference. More than 8,000 signatures were collected and hand-delivered to President Carey.

The old guard officials are claiming the action is undemocratic. Their argument is that they, as conference, joint council and local officials, are closer to the rank and file and should control the panels. It's the trickle-down theory of democracy, where officials get together and pick someone, then call it a democratic vote. It's the approach that got our grievance panels into the mess they are in. And it's an approach that says the losers of the election should be able to prevent the winners from making reforms.

International Vice President Tom Shay responded: "The Board action is a direct form of democracy. The members elected us, in part, because of our commitment to reform the grievance and bargaining processes. Some of the losers would like to prevent this reform. What I'm hearing from the members is that they are anxious for these changes to take place. I hope they keep the pressure up by supporting Ron Carey in this. With their help, we will continue to move forward."

Rank and filer Goss agreed. "This is a democracy issue, you bet. Many

members are not going to stand up against their employers or speak out within our union until they feel the kangaroo courts are history. It's as basic as that. All Carey's got to do is call on the membership and we'll back him 100% to finish the job."

Only an Open Door

The amendment itself only opens up a process. It does not by itself change any personnel in any grievance panel, in freight, UPS or carhaul. And it does not make structural reforms of the grievance procedure or panels, which must be bargained with the employers, as Carey is trying to do in carhaul now. If members want to see those changes, they must make their voices heard.

A year ago members voted heavily for the Carey platform of reform of the panels, and to dump the old guard people in charge of those panels. Now some action has been taken to begin that process. The important thing now is that it continue, and that good appointments be made, along with other reforms in the grievance panels.

The GEB's amendment should clarify the dispute over the carhaul grievance panel in the Central-Southern area, where Jack Yager and Jerry Cook have attempted to block Carey's appointments and reform process (see page 9).

International Vice President Ken Mee told *Convoy Dispatch* he thinks it will have some effect across the board. "Now the chairs of the panels know they have to be accountable," Mee said. "That's a change for the better. We all felt it was time to start to do something on grievance procedure reform."

New Amendment to IBT Constitution

The GEB amendment adds the following paragraphs, effective immediately, to the IBT Constitution, Article 12, after the first paragraph of Section 2(d) (see page 7 for Questions & Answers):

In circumstances where the General President deems it necessary, the General President shall have the authority to appoint the Union Chairperson of any joint arbitration and grievance panel provided for by master agreements, including any supplements, addenda, riders and any other agreements established pursuant to and/or made part of any master agreement. In such circumstances, the General President, in his discretion, may consider recommendations for such positions made by Local Unions and other affiliates whose members are covered by any such agreement. The General President, as such and in his capacity of Chairperson of any national negotiating committee, is authorized to do all things necessary to implement this provision.

Local Unions and other affiliates with members covered by master and supplemental agreements may recommend representatives to the General President to consider for appointment to any negotiating committee constituted in connection with such agreements. The General President shall appoint the representatives to all committees that negotiate master and supplemental agreements, and shall appoint the chairperson in circumstances where the General President deems it necessary.

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Seattle Local 741

Fast Action by Steward Saved My Job

Rick Dye
Local 741, Northwest Transport
Seattle

It was my day off, in mid-January. I was at a bar, playing darts and drinking, and decided that rather than drive home I would get a room at the nearby motel. Little did I know this would get me fired, and it would have stuck, except for quick action by my steward.

The motel is where my employer, Northwest Transport, bunks line-haul drivers here in Seattle. So I asked them if I could get a discount, as I work for Northwest. I made it clear I was not a line-haul driver, and did not sign in the drivers' log.

Freight News

But a supervisor found out and saw a way to get rid of a union-minded employee. He had my hotel bill paid within hours, while it was still open. The next day, when I tried to pay it, they said it was already paid. I went to work and was immediately fired for "dishonesty." But the dishonesty was all the company's. When we went to the local hearing, they produced a falsified room receipt, with certain information conveniently taken off it.

Now comes the good part. As soon as I was fired, within minutes, steward Dick Gebhardt took a break from work and went to the motel and got copies of the documents to prove my innocence. It was lucky he did, because when we went back later, the motel had got the word from Northwest, and clammed up. Northwest is a

big customer there. For his effort, Dick received three warning letters within the next two working days.

We put those documents on the table at the local grievance panel hearing, and proved my innocence and also that the supervisor falsified the document. But even then, it was a deadlock.

A few days later, I settled for my job back, rather than wait for the JWAC hearing and lose more time off work. That's a sorry comment on our grievance procedure, isn't it?

And it's a sorry comment on the leadership of Local 741 that they expected me to be thankful that I got my job back. The day after my firing I told

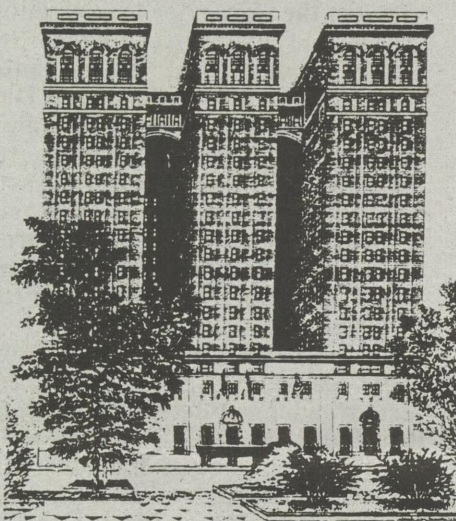
brother Gebhardt that if I don't get my job back, the local will claim that he lost my job for me, and if I win it, they will claim that they got it back for me. Dick's response was that was the least of his worries, let's just kick ass at the grievance hearing and win it. He wasn't concerned about the glory, but let's give credit where credit is due.

Also, I would like to thank union panel member Buck Holiday for doing a great job hammering Northwest about the falsified room receipt.

If your job is on the line, sometimes quick independent action to gather evidence, before it disappears, can make all the difference in the world.

1993 TDU Rank & File Convention

Plan to be in Pittsburgh, October 29 to 31, for the 18th annual TDU Rank & File Convention. The convention will be held at the Westin William Penn, a grand hotel in the heart of downtown.



The convention is your chance to meet with the best Teamster activists, labor educators and attorneys. We'll elect our leadership and make plans for the year ahead. Want to know more? Contact the TDU office. And mark your calendar now.

Michigan Freight Rider

Carey Says Members Get to Vote

Ron Carey has rebuffed Joint Council 43 president Larry Brennan's efforts to give concessions to freight employers in Michigan. But Consolidated Freightways is apparently going ahead with the concessions, so the battle continues.

In a March 3 letter, Carey informed Brennan that "I conclude that the significant wage and work rule changes (to the Michigan Rider of the NMFA) must be submitted to the membership for ratification. ... the negotiated changes should not be put into effect

by any employer until they have been approved."

As reported last month, Brennan signed concessions in three areas: giving away premium pay for Sunday work at 10 p.m., allowing staggered start times for local cartage work, and giving up a 6-cent per hour premium for doubles pulled by city drivers.

Michigan Teamsters enjoy a rider to the NMFA that protects certain conditions. Brennan cut the giveaway deal and also promised the employers that the members would not get to vote on the contract changes.

Carey ruled, in accord with the IBT

Constitution, that such midterm contract modifications are subject to a membership vote. It is not clear if Brennan will conduct a vote, where the rank and file will likely reject it. The leadership of Detroit Local 299 and Lansing Local 580 have also come out strongly against the concessions.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Dethrow, St. Louis Local 688
Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
Joe Fahey, Watsonville, Calif., Local 912
Judith Kehoe, Providence, R.I., Local 64
Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

Alternates:

Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

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How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Union Must Counter Sleeper Threat in Next NMFA

John Platt
Local 150 steward, CF
Sacramento, Calif.

This is the third in a series of articles examining CF's corporate mission as it attacks our Teamsters union on many fronts. The series is intended to begin a discussion on building the Teamsters' mission in the freight industry, just one year from the next NMFA negotiations.

If there is one word that stands out in CF's newest assault on the union, and thus on its employees, that word is FLEXIBILITY. The "F" word comes up in every interview with trade magazines, whenever labor relations are mentioned, and now in a direct appeal from corporate VPs. What does flexibility spell to the rank and file? Deteriorating working conditions and earning power, and a loss of good jobs and dignity.

In the West, CF has given us a view of exactly the type of flexibility it wants, not only for Western operations, but as a model for all its operations. Last year CF asked for and received approval for a change of operations to convert its Western single-man operation (relay) into a sleeper operation. Although the company has had limited sleeper opera-

tions in other areas, this represented a major change since virtually all of the freight moving north and south on the West Coast would be on the sleeper operation.

A plan to extend the sleeper operation to the East has been unveiled in a series of meetings that are being conducted at various West Coast locations. CF Vice President Tom Paulsen conducted meetings in Seattle and Portland in which he outlined the plan to start sleeper operations on the I-90 corridor (see *Convoy Dispatch* #121). This would entail running freight east-west from Seattle on the northernmost route (I-90) into Chicago. There is no doubt that this change and the elimination of the single-man (relay) runs over this corridor would cast the die for the rest of the country to establish sleeper operations.

Threats Posed by Sleepers

Sleeper operations pose several threats to the union, and a definite erosion of working conditions to the rank and file. In the West, CF set up a sleeper operation similar to the one used by ANR (Garrett) before it went out of business. The sleeper teams are domiciled in many locations. This

gives the company flexibility to use the teams from any terminal and, once on the road, to go to any other place. The immediate union threat is that the company can "turn the water" on and off at any one location, thus having a lever to pry concessions out of a local union—no concessions, the sleeper teams don't work and the work goes to another terminal. This would encourage the company to use "whipsaw" tactics to pit one local union against another.

CF is rapidly developing the ability to load "pure" LTL loads from outside the consolidation centers. This means that the loads would originate from a satellite terminal and go to another satellite terminal. Sleepers provide just the ticket to deliver this type of load, thus bypassing the consolidation centers. Of course, dock workers, hostlers, and shuttle drivers would not be handling this freight, resulting in a loss of jobs, at both the point of origin and the point of destination. In many cases, loads to one particular destination could be consolidated and delivered by the sleeper team, especially for some of the large accounts CF services. Then not only would work be lost at the consolidation centers, but right down to the pickup and delivery workers at the satellite.

The company can also reap benefits from a sleeper operation through increased rail usage. The language in the '91 NMFA, which was designed to curtail the extensive use of rails, did not account for sleeper operations. If, for instance, a sleeper board was exhausted at any domicile, CF could legally rail freight out of this domicile. The only penalty that could occur would be at the railing domicile; but if there was no violation, there would be no penalty. In a single-man (relay) operation there would be penalties at each relay point if there was a violation at the point of origin or at the first relay point. No relay points, no violation. So much for the rail language.

Probably the most serious threat to

the union would be the position the company could take if there were a strike or lockout. With a sleeper operation in place, CF could run scabs from any location it wanted in order to move the freight. A sleeper operation can originate from virtually any location, so the company could scab out freight from the weakest areas. Without a union line operation to tie together the various local areas, the company could isolate certain areas and make strike-breaking a real possibility.

What Our Union Can Do

What can the union do to counter some of the nightmarish effects of a sleeper operation? One big factor would be to demand strict operational language in any change of operations and then enforce it (see related article this page). In this manner, the union could protect existing jobs at the consolidation centers and satellite terminals.

Another way would be to bring the pay differential for running sleepers up to date, as this has not been changed for 20 years. This would also have to include a major increase in the subsistence rate to make the idea of a sleeper less attractive financially. Incorporating decent time-off provisions for sleeper operations would prevent the loss of line jobs by preventing the company from forcing drivers to work 70-hour weeks.

Remember all these changes are being made under the guise of increased flexibility. The company has no concern for the dignity of the workers, or the substandard working conditions that these operations would entail. It doesn't care about the many jobs that would be eliminated; it just wants to make the most money with least effort. In the end, flexibility is the exact opposite of what QWL programs like EXCEL promise, 100% worker dignity. If CF's idea of 100% dignity is being out of work, EXCEL leaves a lot to be desired.

CF Sleepers Run Rampant in South

As a result of a change of operations last year, CF now runs its sleeper team operations throughout the Southern Conference. Two major concerns were raised at the change of operations hearing over the proposed use of sleeper teams regarding VIAs and specific lanes.

It was stated at the hearing that the sleepers would not be allowed to run into any terminals on a VIA basis. According to a transcript of the hearings, Billy Patrick, the union committee co-chairman, said, "The one key to this is that they are not allowed and shouldn't go into any terminal on a VIA basis."

Company representative R.V. Pulliam agreed that the sleeper teams "would be using the same routes that relays run, but they won't be going in and out of that terminal and swapping boxes."

It was also stated that CF would adhere to its proposal for the "utilization of sleeper teams over specific lanes." Again, Patrick affirmed that point, stating on the record, "Absolutely over those lanes with a closed door operation. And that's my position."

Less than a year after the hearing, CF is running the sleeper operations over lanes not designated for sleepers, dropping and hooking, and going into terminals on a VIA basis. Basically CF is doing whatever it wants to with the sleeper operations in the South.

Members have filed grievances in numerous local unions against CF's violations. Several grievances have been referred back to the Southern Conference change of operations committee. We'll soon see if the committee's position is as firm and clear as it was at the original hearing.

Freight Lines

Roadway Plans Major Capital Investment.

Roadway Services, the parent company of Roadway Express, announced plans to spend \$290 million in 1993 on capital investments. The bulk of this investment will go to development of Roadway Logistics Systems, a contract logistics firm formed in 1989. Expanding Roadway's logistics services is seen as the next step in support of its diversification projects such as the non-union regional carrier networks and RPS. These expenditures are likely to hurt Roadway's profit margin for 1993.

For its employees at Roadway Express, the company intends to make a "significant commitment" to its cooperative management schemes such as the "Total Quality Management" programs it conducted in 1992. By decreasing its profits and increasing the team concept programs, it looks as though Roadway is gearing up for the 1994 NMFA negotiations.

1992 Operating Ratios of Major Carriers.

Yellow Freight	97.5
Roadway Express	94.9
CF Motor Freight	98.6
Carolina	100.3
ABF	94.9
NW Transport.....	95.2
Advance Transportation	98.6

Yellow Freight Mechanics Win Arbitration.

Once again Yellow Freight has been caught trying to pull a fast one on its employees. The Ohio Turnpike Commission requires that mud flaps be put on all converter dollies for triple-trailer operations and the Cleveland Local 964 contract with Yellow awards that work to the mechanics. Despite clear contractual language, Yellow decided it would be more efficient to give that work to the yard and proceeded to do just that for seven months.

Due to the kangaroo court nature of Yellow's grievance procedure, the company was able to deadlock the grievance all the way to arbitration. Despite Yellow's claim that this was a new job and that yard employees did the work elsewhere, arbitrator Harry Graham ruled in favor of the mechanics. The mechanics have subsequently voted to accept the company's offer of a \$503 back-pay award for each of the 75 shop employees.

UNITED PARCEL SERVICE

UPS Contract Organizing

Laying Groundwork at Centers and Hubs

In the last issue of *Convoy Dispatch*, a Baltimore steward explained how he and other Local 355 UPSers are forming "Action Units" for grass-roots contract organizing. Since then we've received reports from other areas. Here are a few, and let us know what's going on in your area.

In Modesto, Calif., Local 386 the UPS shop stewards and the local union are working to inform the rank and file. The stewards write, and the local prints and funds, a monthly newsletter, *The UPS Teamster*. The newsletter covers everything from contract updates to educational information about contractual rights, to how to file a winning grievance. It also runs a regular column titled "The Part-Time Predicament," which aims at acquainting part-timers with their rights on the job and how to effectively fight for them.

The newsletter along with work-

group and stewards meetings are all aimed at preparing the rank and file to hold out for a good contract this time around. Steward Gaylord Phillips emphasized, "Our primary goal is to keep our members informed throughout the entire contract process. Our members are prepared right now to do whatever it takes to protect the integrity of the NorCal Rider and its superior language guaranteeing innocent until proven guilty (in the grievance procedure)."

The Arizona TDU chapter has been distributing TDU's first two UPS Contract Bulletins to Local 104 members at the big Phoenix hub and throughout the state. Frieda Burgan, secretary-treasurer of Arizona TDU, said, "They've never had access to this kind of information at UPS here in Arizona before. The UPS workers are just eating this literature up. We keep running out and having to call TDU

for more."

Also in Arizona, the Teamsters for Reform are planning a statewide shop stewards breakfast for UPSers to talk about the upcoming contract. They are also reprinting two booklets being distributed by Los Angeles Local 63: a "Part-Timers Survival Guide" and a "Package Car Survival Guide." "We expect these to go like hotcakes as well," Frieda said.

Part-Timers With an Attitude!

In the San Francisco Bay area, part-timers from locals 70, 278 and 315 have banded together to publish and distribute a new UPS newsletter, *Part-Timers With an Attitude*. Plans are to initially distribute the bright pumpkin-orange newsletter along with the TDU Part-Timers Bulletin at six big Bay Area hubs. The newsletter is an effort to explain to part-timers what the contract means to them.

"We want them to discuss their issues from their own viewpoint and actively involve them in the contract process," said Local 315 part-timer Leslie Tereck. "We want to build on this and develop a network of part-timers to get out the vote on this contract."

In Western Massachusetts, TDUs have been publishing a rank and file newsletter for UPSers, *The Union Crier*. Said Springfield Local 404 steward Jerry Gaimari, "What we're doing here is passing out the TDU bulletins, the *Convoy Dispatch*, and our local-oriented newsletter, just to keep our members aware of what's going on. The interest is out there and we expect it to pick up as contract time moves along."

TDU members in Milwaukee have had a successful TDU chapter for many years, and members of Local 344, the statewide UPS local, have a lot of experience organizing throughout the state for elections and contract campaigns. Howard Cook, a feeder driver and the chairman of the Milwaukee TDU chapter, explained some of their activities in Wisconsin:

"The members in our local are very interested in information. They really like it when we're at the plant gates

handing out *Convoy* and bulletins. It makes me feel good that we have something to give them. When TDU put out the first contract bulletin, we ordered an extra 1,000 to hand out at work. We get bulletins handed out around the state, and also into the Chicago area.

"When the second TDU bulletin came out aimed at part-timers," Howard continued, "we made 1,500 copies and several of us stood at the plant gates and handed them to part-timers as they came out of work. We want the part-timers to be informed. We feel that they are a big part of our contract, and we'd like to see more part-timers be able to get full-time jobs."



Mike Brannan
Local 344 President
Milwaukee

Many members of our local union and of other locals across the country have been waiting for this day. Our efforts at the grass roots will not go in vain this time because we have Ron Carey and Mario Perrucci at the negotiation table. But as good as they are, they cannot do it without the active support of all of us in the centers and hubs. We need to keep informed and talk to each other. UPS will be trying to hold us down with everything they've got so it will be up to us to turn up the heat.

UPS & Downs

OSHA Cites Kansas Hub on Ergonomics.

In what may be a first in the parcel and freight industry, OSHA cited UPS with major ergonomics violations at its Lenexa, Kan., hub, which services the Kansas City area. In proposing fines of \$140,000, OSHA cited the "general duty clause" of the OSHA law, which requires that a workplace be free from recognized hazards to employees. The agency suggested possible solutions as redesigning the conveyor systems and limiting package weight. The citation said that repetitive movements required of sorters, loaders and unloaders led to a "significant number of illnesses." Expect UPS to put its power behind fighting this citation. It complained through a spokesperson, "If OSHA's guidelines become obligatory, not only will UPS's ability to serve its 1.2 million customers be adversely affected ... (it) will make the industry as a whole less competitive to overseas customers." OSHA proposed another \$10,000 in fines for separate citations at Lenexa.

Air Mechanics' Local Rejects Wheel and Brake Shop Offer.

UPS has proposed using mostly utility personnel to service a new wheel and brake shop for UPS's fleet of aircraft, though utility employees are not classified mechanics. Some utility employees may obtain a license, but under UPS's "Skill Enhancement Program" in the current contract, it would take them at least 12 years to reach the full mechanic's pay rate. The new leadership of UPS air mechanics Local 2727 has rejected UPS's proposal since it would be in direct violation of the contract, which states: "Utility employees will not be allowed to perform any aircraft repair which requires signing off by an aircraft mechanic." The rejection must have surprised UPS, as it was used to getting mid-contract deals from the local's previous union officials.

Don't Sign Away Your Rights on OJIs.

"At least three employees who were recently injured on the job were asked to sign a form that said their injuries were avoidable and caused by their failing to follow the proper procedures. Fortunately, all three refused to sign, as should anyone else injured on the job."

—From *The Union Crier*,
Western Mass. TDU newsletter for Local 404 UPSers

T-Shirt Ad Addition.

The Kansas City Chapter of TDU's ad for their "UPS Galley Slave" T-shirt in the last issue of *Convoy Dispatch* omitted the \$4 shipping charge. The chapter requests that you add \$4 to each order to cover shipping costs. T-shirts are \$12.50 each for orders of 1-10; \$12 each for 11-24; \$11.50 each for 25 or more, payable to the K.C. Chapter of TDU, P.O. Box 223, Springfield, Kan. 66083.

Union Beef in Atlantic Area Resolved

Teamster officials in the Atlantic Area aligned with R.V. Durham have backed off in a dispute with Ron Carey and the International union over the chair of the Atlantic Area Supplemental Negotiating Committee. The area includes Maryland, D.C., Virginia, West Virginia and the Carolinas.

Carey appointed Ken Hall of West Virginia Local 175 to co-chair the union panel, along with John Steger of Washington, D.C., Local 639. The General President has such authority under Article XII of the IBT Constitution, powers recently clarified by the GEB (see pages 1 and 7).

Steger and other union officials

aligned with Durham attempted to reject Carey's appointment and go ahead to meet with the employer, making their own selection. They used the old guard's argument that officials getting together to make selections is "democracy." This is the same argument used in claiming that we should not have elections for our IBT Convention delegates: local officers should do it, that's their idea of democracy.

In March they resolved the dispute. They decided they would choose Hall, Carey's selection. Hopefully bargaining with UPS to win a good contract can now take first priority.

Your Rights to Organize for a Fair Contract

UPS is well into phase two of "Delivering Our Future '93." It uses its resources and authority to barrage us with information touting its views on labor relations. We have rights to express our views too, though UPS has attempted to repress them in the past. During the 1987 and 1990 contract campaigns, TDU filed unfair labor practice charges (ULPs) with the NLRB against various UPS violations of members' rights. This article summarizes some of these issues.

Distribution of Lit

Employees' rights to organize on the job are protected under the National Labor Relations Act, a federal law. The NLRA not only protects the right to organize a union but also the right to other forms of "concerted activity" for our "mutual aid or protection." These "Section 7" rights have been interpreted to include petition-gathering and the distribution of union-related literature in non-work areas during non-work times. Non-work areas include break rooms, locker rooms and employee parking lots; union-related lit includes that published by the union itself, TDU, and individual rank and filers.

'No Solicitation Rule'

UPS's "No Solicitation Rule" has been around since at least 1982. UPS is allowed to have certain rules as long as they are not enforced to discriminate against union activities. The rules may not take away your organizing rights under the NLRA. In 1990 UPS issued a "Possible Questions" sheet to management on the "No Solicitation Rule" that included:

- Can an employee distribute ... at the entrance of a UPS facility when he/she is not working? YES.
- Can an employee place TDU lit between windshield wipers? YES.

- Can an employee on break distribute TDU materials in the break room to other employees on break? YES.
- Can an employee distribute TDU flyers while the sort is in progress? NO.
- Can a supervisor who observes an off-duty employee placing materials on car windshields ask that individual to stop? NO.
- Can supervisors search employee lockers and remove TDU materials? NO.

Access to Property

"No Solicitation Rule" No. 4 states: "No employee shall enter or remain in the building and other work areas for any purpose except to report for, be present during, or conclude his or her shift." Again, this rule is permissible as long as it is not enforced to discriminate against union activity.

During the 1990 contract campaign, UPS enforced its policy to discriminate against stewards and activists. ULPs were filed, and in an NLRB settlement Notice to Employees posted in several Virginia and Maryland centers UPS agreed: "WE WILL NOT disparately apply our no solicitation rule and/or disparately rescind workplace privileges for those employees who oppose ratification of our contract proposal(s) by disparately restricting their access to the Employer's property."

UPS's Polling of Members

Polls, surveys or questions made by management to employees about any subjects that may be discussed during negotiations, such as wages, benefits, working conditions and other terms of employment, may be unlawful. We do not have to answer management's questions on such subjects. It is illegal for management to poll us on how we

will vote on the contract.

Again in 1990, in an NLRB settlement Notice to Employees posted at Chantilly, Va., UPS agreed: "WE WILL NOT directly deal with our employees to persuade them to ratify our contract proposals by coercing employees by encouraging them to

provide us with feedback about our contract proposals and/or by coercing employees by questioning them about our contract proposals."

We hope this brief summary answers some questions you may have about your rights. For more info, contact TDU at (313) 842-2600.

Form NLRB-4722
(10-70)



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

The National Labor Relations Act gives all employees the following rights:

- To engage in self-organization;
- To form, join or support unions;
- To bargain collectively through a representative of their own choosing;
- To act together for collective bargaining or other mutual aid or protection; or
- To refrain from any or all of these things.

WE WILL NOT put into effect or maintain in effect any rules which prohibit our employees during non-working times in non-working areas from distributing literature intended to promote the common interest of employees according to the rights guaranteed by the Act. More specifically,

WE WILL NOT prohibit our employees from distributing contract or union-related literature, including that of the Teamsters for a Democratic Union (TDU), in our breakrooms, locker rooms or parking lots nor from placing signs upon their cars which advocate a protected concerted activity.

WE WILL NOT in any other way refuse to allow our employees to distribute union or contract-related literature in non-working areas and on non-working time. Further, WE WILL NOT discriminatorily refuse to allow employees to have in their possession or distribute union or contract-related literature based upon the content or source of that literature at places and during times when other types of literature are permitted.

WE WILL NOT coercively poll our employees or coercively interrogate them concerning their support or non-support of contract and/or union-related issues.

WE WILL NOT in any other way interfere with, restrain, or coerce our employees in the exercise of the rights guaranteed them by Section 7 of the Act.

UNITED PARCEL SERVICE
(Employer)

By: Matthew Hall
(Name)

Acting
(Title)

Dated: 12/16/87

19-CA-19317, 19371, 19425

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

NLRB NOTICE TO EMPLOYEES, such as the one above posted in some centers after the 1987 contract, are posted to settle unfair labor practice charges. While they do serve to notify employees of their rights, the settlements are made on condition that "UPS does not admit to having violated the ACT, as alleged."

Washington State

Overtime Pay Suit Leaps Hurdle

A trial court in King County, Wash., on March 5 rejected what had been one of UPS's primary defenses in an overtime pay lawsuit, *Personette vs. UPS*. The suit by 12 Washington state package car drivers is being brought against UPS under state law (see *Convoy Dispatch* #121).

Based on an unusual provision of Washington state law, truck drivers employed by interstate motor carriers are exempt from overtime pay requirements if the compensation system under which they are paid includes overtime pay "reasonably equivalent" to time-and-one-half pay for hours worked over 40 hours per week. The trial court judge made an oral ruling rejecting this UPS defense, stating:

"And the question here is, whether (the) UPS employment compensation plan, including overtime, for the package drivers is one reasonably equivalent to the strictly hourly basis provided by the code section." ...

"It's my conclusion," stated the judge, "that the defendant (UPS) has,

for purposes of examining this exemption, systematically, routinely, ... and on frequent occasions directed, expressly or impliedly, that its delivery employees work personal time, primarily lunch hours, without compensation, with the result that many of said employees regularly work substantial hours in excess of 40 hours per week without being compensated therefore at the rate of one and a half times the regular pay or the equivalent thereto as required by RCW 49.46.130 (1).

"It's my conclusion that such work done is not anomalous, but sufficiently pervasive as to deny the exemption. ..."

The trial court judge will soon be entering a written ruling. Even then, the 12 package car drivers still have much work to do and will need other favorable rulings before their suit against UPS is over. Still, it is great to hear a trial court judge describe UPS's pay system for package car drivers the way drivers themselves have been describing it to us for many years.

Locals Meet on Contract Proposals

Union officials and business agents met on March 15-16 in Dallas to review the union's contract proposals prior to the start of bargaining sessions with UPS. The union and UPS are scheduled to exchange proposals on the master agreement March 25. Bargaining is tentatively scheduled to begin the first full week of April.

President Ron Carey addressed the meeting, which was primarily led by Mario Perrucci, the IBT parcel division director. Perrucci made it clear that the purpose of the meeting was to review the rank and file's proposals, and to make suggestions and recommendations for improvement prior to the formal exchange of proposals with UPS. The next TDU Contract Bulletin will publish the key union proposals.

There was grouching by some officials that a vote was not taken on the proposals. One controversial issue at the meeting was a master contract proposal that would allow UPS Teamsters elected or appointed to full-time union office to hold their position on the seniority list. This is a democratic and union-building proposal, but is unpopular with many officials because it deepens the pool of members willing to serve our union or run for office. Officials voted it out of the proposals three years ago. Carey negotiated such a seniority provision in the carhaul contract last year.

Tom Griffith of Harrisburg, Pa., Local 776, and Bill Mackey of Albany, N.Y., Local 294, were among those who spoke strongly in favor of the seniority proposal.

INSIDE OUR UNION

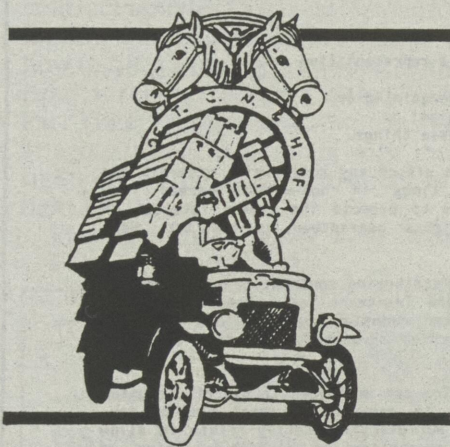
Which Side Are You On?

The Teamster Strike Fund

This is the second in a series of reports on the Teamsters union's financial crisis, and what may be done to move our union forward.

Lucio Reyes is the secretary-treasurer and principal officer of Stockton, Calif., Local 601. But until three months ago, Reyes was one of 500 Teamsters on strike against Diamond Walnut for the past 19 months. So brother Reyes seemed a good person to ask about strike benefits.

"If it wasn't for that strike benefit,



the strike would have lost," Reyes said. "People are struggling and suffering, but they can get by with it. We are determined to win this strike, and we will win it."

Supporting this battle costs money. Benefits of \$200 per week times 300 strikers (year-round, some are seasonals), times 82 weeks is nearly \$5 million. This single strike is a major financial factor for our International, which is also leading a corporate campaign to win the strikers' jobs back with justice (see page 11). Folding up the strike, with the corporation busting the union, would have cost nothing at all in money, but a lot in loss of Teamster strength and solidarity.

What's the Debate?

That is one way of looking at the major debate going on inside our union today over our strike fund and strike benefits. On the one side are R.V. Durham and a number of old guard officials. They say that \$200 is too generous a strike benefit, we cannot afford it, and it is irresponsible to maintain it therefore. They want it rolled back. And they blame Ron Carey for voting to increase benefits to \$200 at the 1991 IBT Convention.

On the other side are Carey, a number of officers including John Morris, the head of the Pennsylvania Conference, and those Teamsters who elected the Carey slate. They want to maintain the \$200 benefits, and provide a mechanism to fund this level of strike benefits.

Each side has arguments in its favor. Here we will present some information to help Teamsters sort it out. Let's first take a look back, to see

where we've come from.

The Strike Fund's History

Historically, our union has paid very poor strike benefits—\$45 a week, in 1991, was pitiful. Many other major unions paid much higher. In addition, some other unions cover a strikers' health insurance. The IBT does not. Some other unions waive dues payments for strikers. The IBT does not. In fact, the IBT would often deduct dues right out of the \$45 benefit, leaving perhaps \$15 or \$20 for that week.

The funding for the benefits were similarly pitiful. There is no clear mechanism to fund a separate Defense Fund (or strike fund) in the Teamsters union. The International officers simply allocate some funds to this fund. And historically they allocated damn little. In fact, in 1989 they raided the strike fund and took \$34 million out of it, to continue their deficit spending on jet planes and a high life-style. At the 1991 IBT Convention in Orlando, the outgoing secretary-treasurer, Weldon Mathis, did not point out the \$34 million raid when he reported that the finances were in great shape.

So, at present our strike fund has less than \$50 million in it, and it's declining. By contrast, the strike fund of the United Auto Workers has over \$800 million.

How has this affected Teamster members? Our union discouraged strike action, signed inferior contracts, and even ordered strikes ended to avoid paying benefits.

In 1979, for example, the International struck the freight industry for 10 days and 23 hours, one hour short of the time when strike benefits would kick in. Here is what the *Washington Star* of April 11, 1979, reported: "Had the dispute continued into today, the 11th day of the strike, one industry official observed that the Teamsters would have had to pay an estimated \$10 million in strike benefits. So many issues were left unsigned lying on the floor around the bargaining, that industry bargainers were reportedly surprised that the union had given up so much in the last hours. ..." That was the good old days, when R.V. Durham's friends ran the International union.

A Movement for Change

In 1981 and 1986, at IBT conventions in Las Vegas, TDU delegates sought to increase benefits up to \$100, and were shot down overwhelmingly. Delegates made statements that members would get "too fat" on the picket line. Then the delegates went over to Caesar's Palace for a party, which cost the members \$647,000. There Jackie Presser was carried in on a sedan chair.

TDU's move to change our strike policy was crushed at the top. But it

was gaining momentum at the bottom. TDU hammered away at the excesses at the top while the millionaire officials said members would get "too fat" on a picket line.

Then we won the Right to Vote, and the party was over.

The 1991 IBT Convention

The 1991 IBT Convention at Disney World was a whole new ballgame. First of all, there were elections for delegates. This had a miraculous effect on the convention. The number of TDU and reform delegates went from about 25 in 1986 to 289 in 1991. This created a major dynamic force. Although they were only 15% of the total delegates, everyone knew they represented much more. And many of the officers there had only narrowly defeated TDU-allied delegate slates in their own locals, and were eager to look like reformers.

Second, there would be a rank and file vote for International officers just five months after that June convention. The delegates, and the top officials, had one eye on December.

Some top officials, millionaires who loved the Caesar's Palace party, now sounded like populists. Walter Shea, who never worked one day as a Teamster and who never walked one minute on a picket line, endorsed strike benefits of \$200. R.V. Durham, who had ardently opposed TDU's proposal for \$100 benefits in 1986, submitted a proposal for that same amount, \$100. TDU and Carey delegates proposed a level of \$150. Suddenly everyone wanted to see the benefits increased. What a difference democracy can make!

After the \$200 motion was made, the TDU and Carey delegates backed it, and it passed in a stand up vote. Delegates chanted "Stand up, R.V.," and many of R.V.'s good friends and some of his running mates did indeed stand up. Of course, since Durham had a majority of the delegates there, it would never have passed without support from some of his friends.

Democracy had come to the Teamsters in a big way. But not in a thorough way. The popular issue of raising strike benefits could be passed. But with 15% of the delegates, the TDU and Carey forces were hardly in a position to write the union's budget. Neither were the Shea delegates, who were about 30%.

That budget was written by Durham. The Durham forces, eager to please local officials who they were counting on to "deliver the vote" in December, promised to those local officials that there would be no increase (for five years) in the per capita, the \$3.90 per month of your dues that goes to the International.

So the convention passed increased strike benefits with no increase in the pitiful funding mechanism. It was New

Teamsters strike benefits with old Teamsters funding. The stage was set for an ongoing debate: which way should this be resolved now? Should benefits be cut, or funding increased?

New Teamsters Struggles

The strike benefits went up by a factor of four, from \$45/\$55 to \$200 per week. But the strike benefit payout has gone up (at least at present) by a factor of 10.

The reason: there are 2.5 times as many strikers as before! This is the hidden factor that has caused our strike fund to go down faster than anticipated: the increase in fight-back by our members.

It seems that in the New Teamsters, members and/or local unions are more willing to stand up to resist concessions and union busting. It should be pointed out that Carey has not called a single strike since he took office. Few contracts are national, and Carey settled the carhaul pact without a strike. In that case, the serious threat of a strike did the job.

So we get back to the example of Diamond Walnut again. In the old Teamsters, that strike would have been quickly put to sleep. The scabs would have permanent jobs, maybe even signed up as Teamsters. Probably that would have happened had Durham won. The treasury of the IBT would have \$5 million more in it, because it would not have been paid out.

Where to Now?

A new course has been charted, but there is no guarantee it is permanent. R.V. Durham and lots of Teamster officials say roll back the strike benefits. They say, "We told you so, you are paying out too much, and you are going to make our strike fund broke as a result."

And they may be able to win their point. If the General Executive Board calls a Special Convention, R.V. Durham and all his pals will be there. They say we should not set up a mechanism to support \$200 strike benefits. They say we need to go back to the good old days. Back to calling off strikes after 10 days and 23 hours and conceding to the employers and giving up at Diamond Walnut.

Ron Carey wants to provide a new mechanism to support more money into the strike fund. It needs something like \$2 per member per month into the strike fund just to stay afloat. But taxes are not popular. Neither are dues. After all, most Teamsters are not on strike right now.

So there is debate, and a battle. A debate over the direction of our union, and a battle over whether we go forward and build the union or return to days when the union leaves contract demands all over the floor to eagerly sign a deal before paying any benefits.

Which side are you on?

TDU on the Move

Even 'Storm of Century' Can't Stop Virginians

Reports from TDU chapters and activists on recent activities include the following.

In a standing-room-only turnout on March 13 in Norfolk, Va., members voted overwhelmingly in favor of four amendments to the Local 822 bylaws. The amendments were put forth by reformers and union officers who feel the winds of change. Approved were amendments for mail-in ballot elections independently supervised, rather than by walk-in voting; the creation of a stewards council; and two related amendments creating guidelines to regulate the disbursement of local union funds by requiring proof of legitimate vouchers or receipts for expenses, and by restricting reimbursements by the secretary-treasurer to officers and BAs before receiving those vouchers or receipts.

"This just shows what a little organization can do," said Bill Haley, a Roadway driver and one of the sponsors of the amendments. "The hall was packed. There were five times the amount of people at this meeting than at a regular union meeting. I was real proud of everyone."

"Even during the 'Storm of the Century' members turned out for the meeting," said Dave Vinson, vice president and a package car driver for UPS. "This just goes to show that all our hard work of producing flyers and getting them to the members really paid off. There is a real hunger for reform out there and with the proper leadership you can inspire the members to get involved. Thomas Edison said the requirements of success are

2% inspiration and 98% perspiration and that's exactly what we had to do to win these reforms."

The Norfolk TDU chapter now is making plans to put out a newsletter in the near future.

E. Mass./R.I. TDUs Sponsor Workshop

The E. Mass./Rhode Island chapter of TDU sponsored a workshop on the Legal Rights of Union Stewards in Providence on March 16. "The seminar was a great success," reports Local 64 member Judy Kehoe, a driver at Hostess bakery. "It drew a good number of stewards from 10 different shops and three different locals."

Attorney Robert Schwartz, author of the book "Legal Rights of Union Stewards," was the featured speaker. "The members were eager to have the opportunity to get information to help them become more effective stewards. This will mean better representation and a stronger union," said Kehoe.

The workshop was the first in a series of educational workshops that are planned by the chapter. Future workshops will focus on how members can respond to cooperative management schemes, sexual harassment on the job, and other threats to the strength and solidarity of the union.

Nashville—New Chapter Formed

TDU activists in the Nashville area have decided to form a Nashville chapter of TDU, with an initial steering committee of eight Teamsters approved at a meeting on Feb. 28. The steering committee set a meeting for

March 28 to begin getting organized.

Sandra Durham, a feeder driver for UPS and a member of Local 480, hosted an organizing meeting that launched the move. There are a good number of TDU members in both Nashville-area locals 327 and 480. They have been actively involved in TDU and their union in a number of ways, including by electing delegates to the 1991 IBT Convention and organizing to make Tennessee among the top states in support of reform in the historic IBT election.

Now the members feel it's time to get organized to become even more effective as Teamsters and as

reformers.

Chicago TDUs Aid Fight Against Layoffs

TDU members in Local 743 at the University of Chicago have been involved in fighting the planned layoff of some 350 hospital employees. Teamster members argue that the cuts will result in unrealistic work loads and poor patient care. TDUs and other active Teamsters organized a petition drive that collected over 1,000 signatures and have encouraged some 800 employees and patients to wear red arm bands to protest the attack on jobs and quality care.

Questions & Answers on Amendment

On page 1 there is a report on an important amendment made by the General Executive Board (GEB) to our Teamster Constitution, and the exact wording of that amendment. Here are some questions and answers regarding that action.

Q. What is the authority for the GEB to take such action?

A. Article 12, Section 6 of the IBT Constitution (page 102 in the booklet) provides that the GEB may amend the particular part of the constitution dealing with contract bargaining, ratification and enforcement rights.

This section was used in October 1988 to insert language for majority rule on contracts, a major reform victory.

Q. What does this mean for the dispute in the carhaul panels raised by the old guard and the employers?

A. It should go a long way to end it. The Central and Southern conferences, headed by Jack Yager and Jerry Cook, have asserted that they can appoint the conference-area grievance panel chairmen. They have tried to block Carey's appointments. The employers have backed them, while pretending to be neutral. Yager and Cook have filed suit in federal court in Detroit over the issue, demanding recognition of their people. Yager is still asserting he can block Carey's appointment, and a grievance panel is scheduled for April 5 in Detroit. This amendment should clarify the issue.

Q. Does this mean all the grievance reforms proposed by the International in carhaul will go into effect?

A. No. It means Carey can appoint the union chair for the various area panels, not the old guard. That's a first step. The International has presented a list of grievance reforms for negotiation with the carhaul employers, who have agreed to a couple of them, but not others. For example, the employers are balking at allowing stewards to attend hearings (other than ones they are involved in). They do not want to allow stewards to see what's going on.

Q. That's carhaul. What about freight and UPS panels in the various area conferences? And what about local contracts?

A. This amendment gives Carey the power to make changes in the union

chairs of the various panels. For example, in the freight Southern Conference Multi-State Panel, or the Western Joint Area Committee, etc., the General President can now designate the union chair. It is up to Carey to use that authority. The same goes for area UPS panels. Many active Teamsters believe it is time, or past time, to make those changes. In the UPS bargaining, which starts soon, grievance reform will be part of the negotiations.

The majority of local contracts have a local grievance procedure, and do not use the panels. They are not affected by this change.

Q. What about bargaining committees?

A. Carey has the authority to designate the bargaining committee chair in master contracts (not to take over powers in local contracts). In the Atlantic Area Supplement of the UPS contract, R.V. Durham and his allies have been screaming because Carey designated as co-chair Ken Hall of West Virginia Local 175. Durham's allies stated Carey had no such authority. Now that is clarified as well.

Q. Durham, Yager and Cook say that Carey is acting like a dictator by appointing the chairs of grievance panels and bargaining committees in master contracts. Is he?

A. Carey was elected on a platform of grievance panel reform in the national contracts. The old guard want to block that reform, and have done a pretty good job so far. This is a move to allow the reform to go forward. What kind of democracy is it to let the losers of the election completely block the winners from putting their platform into effect?

That "trickle down" democracy, where officials get together and pick someone, and then call it a democratic vote, got our union and our grievance panels into a mess. It's time to get out of that mess.

Ron Carey is subject to a direct rank and file vote. If he does not reform the grievance panels, he will face angry Teamsters in 1996. Yager, as head of the Central Conference, never faces any vote at all. In fact, Yager's never been elected by the rank and file to anything, yet he is the chair of the 500,000-member Central Conference.

JC 16's Barry Feinstein

Lifestyles of the Rich and Fraudulent

Barry Feinstein is a trip, a rich and exotic luxury cruise at the union's expense. Charles Carberry, chief investigator for the IRB, has produced some amazing findings in his investigation of the principal officer of Local 237 and New York Joint Council 16. Robin Leach would rub his hands in glee over the resplendent lifestyle of this supposed union leader. Feinstein last year was charged with embezzlement by Carberry and a ruling by Judge Lacey is expected soon.

Luxuries in Manhattan

A habitual member of the \$100,000 Club, Barry had the Local 237 executive board (all well-paid BAs due to his appointment power) rubber-stamp or simply ignore union payments for his lavish lifestyle. Since his "bucolic 6.7-acre retreat in Clinton Corners, N.Y." is so far from work, the local provided him with a luxury penthouse apartment in Manhattan. Barry is a sports fan, so the local provided for cable TV—four premium channels on all three TVs. He likes to barbeque, so the local bought him a grill and landscaped his terrace.

The furnishings for his spacious apartment, including oriental rugs, king- and queen-sized beds, were all paid for by the local. No need for

Barry to waste his precious time keeping the apartment clean, because the local employed a maid to attend to his cleaning needs. Carberry calculated the cost of maintaining the Manhattan penthouse from 1984 to 1991 at \$304,821.

Barry's a busy man, so of course the local provided a chauffeur to drive his local-provided Mercedes around Manhattan. That helps Barry get to the swanky midtown restaurants where the local has a "house account" for his dining needs. Don't worry, Barry has a union credit card for those occasions when he has to dine elsewhere.

Barry is a political powerhouse always looking out for the interests of working people, so he has to stay well informed. Therefore, the local reimburses his chauffeur for buying his daily newspaper. But just in case he can't get by with a luxury apartment, cable TV, maid service, a chauffeur-driven Mercedes, free dining and union-paid-for junkets to China and Ireland, the local was generous enough to give him interest-free loans (\$99,341), reimbursed expenses to the tune of \$73,000, and accrued vacation payoffs. No wonder this guy wants to keep his job! Hollywood Mike Riley must be turning green with envy.

GROCERY, LOCAL UNION NEWS

Member Alerts Carey To Safeway Arbitration

Local 70 member Mike Ramirez, a veteran Safeway driver on the negotiating committee, has informed the IBT that local union officers did not properly inform the membership, including some of the negotiators, about the nature of their contract's arbitration clause. The arbitration clause in the SDMI-(Safeway)-Tracy, Calif., transfer agreement ratified April 26 simply called for "arbitration." Members assumed that this would mean "give-and-take arbitration." Instead, all issues were decided in the corporation's favor under "baseball-style arbitration," winner take all.

Ramirez said the negotiators were taken by surprise, a substandard contract resulted, and so has requested that the GEB, pursuant to Article XII,

Louisville Local 89

Members Show How to Get Notice of BAs

Several members of Local 89 in Louisville, Ky., have received an unprecedented amount of attention from their business agents and officers. If you have had trouble getting your BA out to visit your worksite, consider this.

James Russell has been battling with United Catalysts Inc., a chemical manufacturer, over its disgraceful safety and health record. James has also been educating other employees about the dangers of the company's cooperative management programs.

After writing a letter to Local 89, James got a quick response from not one, but three BAs. What was the subject matter of this letter? Was there a toxic disaster at the chemical plant? Were they responding to an unjust discharge or the union-busting team concept program the company has implemented? No. Jim had submitted a letter requesting eligibility verification to be a candidate in the local elections this fall.

Gerald Hardwick, a PATTI drive-away employee, has been trying for over a year to get Local 89 to act on a

Section 10 of the IBT Constitution, look into the matter. Ron Carey has asked Chuck Mack, Joint Council 7 president, for "a detailed explanation regarding Brother Ramirez's complaint."

Baseball arbitration was never mentioned at the ratification meeting. Now, as Ramirez put it, "... the arbitrator chose SDMI's contract and we took it in the 'A.'" As a result, drivers are losing about \$250 a week in wages, the "warehouses operate like plantations, workers' rights are out the window," Ramirez said.

Ramirez is counting on the IBT to use its powers to find out when, why and which officials weakened their members' bargaining position by needlessly agreeing to baseball arbitration.

list of unsettled grievances, including ones they had already won at the panel but which had not been enforced. He and other carhaul employees were able to set up an initial meeting with their officers after getting a majority of the carhaul members to sign a petition asking for a new BA. President Lon Fields and Secretary-Treasurer Bob Winstead met with them and although they refused to replace the BA, they promised to come back to the next meeting with some results on their grievances. That was good news, only they forgot to show up. In January, Local 89 called Gerald to request a meeting with him, but not to talk about the various problems with the carhaul employers. Instead they were concerned about Gerald visiting worksites and building the reform movement in Local 89. Unfortunately, they canceled this meeting too.

The moral is, if you have an unresponsive officer or BA, get involved in the reform movement. An informed and active rank and file is the strength of this union, and that strength commands respect and attention.

Providence, R.I., Local 251

Official Arrested Over 50-Cent Bill

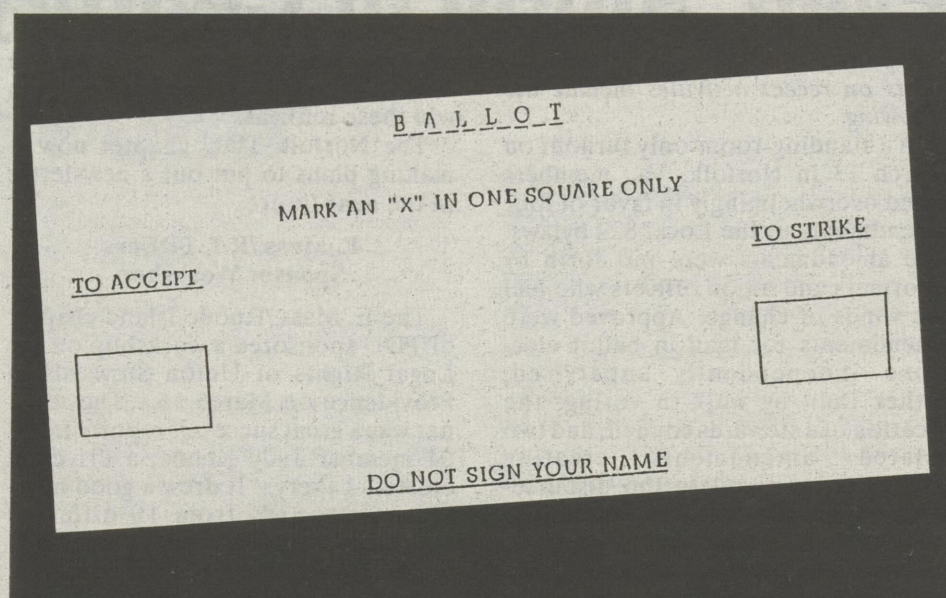
Gerald Blinkhorn, secretary-treasurer of Local 251, Providence, R.I., was arrested March 1 on charges of disorderly conduct for refusing to pay 50 cents of a \$20.50 parking bill.

The *Warwick Beacon* reported that Blinkhorn handed a parking attendant a \$20 bill but refused to pay the additional 50 cents. The parking attendant explained that any shortfall would come out of his wages.

The newspaper reported, "... Blinkhorn got out of the black Cadillac, shouting profanities at the man and tried to open the gate manually." The arresting officer finally had to shoot a pepper spray into Blinkhorn's

face to subdue him. On the way to the police station, the newspaper reported, Blinkhorn allegedly told the arresting officer that "he didn't know who he was getting involved with and that he (Blinkhorn) knew people in the Kent County Courthouse that would help him get out of any charges and ruin the officer's career."

The police report also stated that Blinkhorn threatened to have the officer and his family killed. All this for 50 cents? Blinkhorn's total compensation from Local 251 was \$98,019, according to 1991 LM-2 reports. Was he trying to take a 50-cent bite out of his \$10,689 expense account?



How to Ratify a Contract, Local 337 Style

How does Larry Brennan conduct contract votes? The president of Detroit Local 337, head of Joint Council 43 and running mate of R.V. Durham uses intimidation! How else? In a recent contract vote at N. Leone & Sons, a grocery distributor serving southeast Michigan, members were rushed through negotiations one week before the contract deadline, told that the proposal being offered was the company's "final" offer and handed

out ballots that told the members to mark an "X" in the box below "ACCEPT" or "STRIKE" (see ballot above). Of course, we've all heard of BAs threatening workers with a strike if they vote no on a contract offer that the BA wants to see passed, but Brennan actually prints ballots that take the threatening message right into the secret ballot. Congratulations, Larry. You take the prize for "Company Man of the Month!"

Ventura, Calif., Local 186

Steward Removed for Informing Members

Scott Dennison
Local 186, UPS
Ventura, Calif.

As we at UPS move further into a contract year it is imperative that we gather and distribute to the membership as much contract information as possible. Unlike under the old guard, where the only contract information we received was from the company, under Ron Carey and Mario Perrucci we are already light years ahead through the publication of articles in the *New Teamsters* magazine. However, I am finding out, as Ron Carey has, that much of the opposition to receiving contract information or implementing his reforms comes from our own region or, in my case, my own local.

United Parcel

In our area our addendum provides that bulletin board postings only be confined to official business of the union. It was under this premise that I have for three years now posted any TITAN mail, articles from the *Teamster* magazine, and mailings, flyers or letters from the International or my local.

Shortly after the new year the center manager twice attacked our bulletin board, prying open the lock and seizing the postings. On advice from TDU, I filed NLRB charges and faxed a letter to Perrucci's office.

International Representative William L. Kauffman responded with a letter on International letterhead, which I promptly posted on the bul-

letin board. The center manager again forcibly removed it, rendering our battered bulletin board a safety hazard as it was hanging there barely anchored to the cement wall.

Two days later I received a phone call from the NLRB field attorney who informed me that my charges against the center manager had no merit because Local 186 Secretary-Treasurer Dennis "The Menace" Shaw had "excused" the center manager's actions, stating that the two articles and the letter from Kauffman were "inflammatory" and it is a policy of this local not to post inflammatory information. Shaw then proceeded to install a new bulletin board, give keys to the center manager and himself, and inform me that I no longer have the right to post information.

The following week, after being confronted by myself and my fellow employees at a general membership meeting, Shaw retaliated against me by removing me as chief shop steward.

Here we go again with another fiasco by the go-along, get-along old guard, whose members include the likes of Mike "Give Away a Car" Riley and his sidekick and avid supporter Dennis "The Menace" Shaw, who can best be remembered for his remark at a grievance meeting two years ago in Chicago when he said of Mario Perrucci: "Psst ... Hey! Look at that idiot with a Ron Carey button on."

It's one thing to have to compete with the company for a fair contract, and it's quite another to have to fight your own back-door-dealing local representatives.

CARHAUL NEWS

Old Guard Still Backs Kaiser

GEB Acts for Grievance Reform

The General Executive Board (GEB) met March 7 in Washington, D.C., and put Jack Yager, Brendan Kaiser and Jerry Cook in their place. The GEB amended Article 12 of our IBT Constitution to clarify language giving the General President the authority to designate the union chairs of grievance panels for the various master contracts, and to designate union representatives on bargaining committees for the national master contracts and their supplements.

This clarification allows Ron Carey to move forward on major campaign planks of his election campaign: grievance panel reform and a tougher stand in bargaining.

Action Resolves Central-Southern Gridlock

The IBT's decisive action should go a long way in resolving the dispute in the carhaul panels raised by the old guard and the employers. The Central and Southern conferences, headed by Jack Yager and Jerry Cook, have asserted that they can appoint the union

co-chairs of the Central-Southern grievance panel. The clarification of the IBT Constitution knocks out the ability of the old guard to block changes in grievance panel personnel and grievance reform.

The GEB voted unanimously in favor of the move, with all 16 of the Carey Slate members supporting it, and the other three, elected from the Durham and Shea slates, backing it also. Active Teamsters covered by the national contracts have reason to be happy with the decisive action.

Old Guard Still Opposed

Despite the GEB's action, the old guard continues to whine. Central Conference chairman Jack Yager on March 9 sent a TITAN to Carey challenging the GEB's right to take such action. Yager stated that "it is my position that Brendan Kaiser will continue to serve as the duly elected chairman of the NMATA's Central-Southern Committee." However, Article 12, Section 6 of the IBT Constitution provides that the GEB may amend the particular part of the constitution

dealing with contract bargaining, ratification and enforcement rights. This section was used in October 1988 to insert language for majority rule on contracts, a major reform victory that replaced the "two-thirds rule."

The next Central-Southern hearings are scheduled to begin in Detroit on April 6. With the constitutional clarification in force, Yager, Kaiser and Cook will not be able to give a repeat performance of their antics at the January hearings, which paralyzed the panels and ridiculed the union before the corporations.

Door Open, More Reforms Needed

The GEB's actions are only one step in reforming the grievance panels. The International has presented a list of grievance reforms for negotiation with the carhaul employers, who have agreed to a couple of them, but not

others. For example, the employers are balking at allowing stewards to attend hearings other than the ones they are involved in, even though management representatives can.

The IBT has discussed establishing a code of ethical standards for union grievance panel members to follow, and those need to be completed and implemented. A procedure should be established to investigate panel members who make questionable decisions. New grievance panel members should include qualified rank and file Teamsters, along with experienced officers. Grievants should have the right to know which panel members decided their case.

Much still has to be done to make the grievance panel system fair and equitable for working Teamsters. The GEB's action is an important new step in that direction.

Carhaul Members Back Grievance Reform

In response to an appeal from General President Ron Carey, over 6,000 carhaulers have so far sent postcards to the International backing grievance reform and changes in grievance panel personnel. Old guard officials have campaigned against the postcard campaign. Let's keep those cards and letters coming!

Old guard appointees Brendan Kaiser and Charlie Thompson are trying a grass-roots campaign of their own. They are circulating form letters among carhaulers for Teamsters to demand that the new contract books be printed and distributed. And, in a letter from Kaiser to local officials, he

claims he may organize pickets against the IBT! (Recall that Kaiser threatened to organize scabbing for Ryder when we were fighting to get this contract.)

They have a point. Members need those contract books, which are overdue. A dispute with the employers over certain wording agreed to has been the hangup.

The crazy thing is, how can the old guard complain about this, since we never (in carhaul, freight or UPS) got contract books in less than a year under the old guard. Meanwhile, the contract books will apparently be available soon.

Letter From 'Nightshifter'

Ben Grinley
a.k.a. "The Nightshifter"
Local 120, CCI (JATCO)
Minneapolis

Following is an excerpt from a letter recently circulated among Minnesota and Wisconsin carhaulers. In the first part of the letter, the author refers to a pending merger of the Twin Cities' JATCO and Convoy companies into one CCI terminal. He anticipates that grievances may be filed on both sides in sorting out the seniority lists, work rules, local riders and dispatch procedures. And he expresses concern about the possibility of Brendan Kaiser being the co-chair of the Central-Southern carhaul panel, where the grievances would be heard.

... As Janesville drivers say, "Brendan Kaiser is a good business agent ... the best money can buy." Sweetheart contracts are his specialty. During recent carhaul contract negotiations after Ron Carey's election, it was Brother Kaiser who said, in a letter to Carey, that his Local 579 would not honor a strike by carhaulers if one were called by the International. Ryder Midwest Area Manager Jim Ackley was so delighted with Brother Kaiser's position that he sent copies of Kaiser's letter to terminal managers throughout the Midwest to be posted on company bulletin boards.

Just as unsupportive of Ron Carey is Minnesota's Harold Yates (Local 120), who headed up R.V. Durham's campaign in the Central Conference during the last Teamster presidential election. While Ron Carey won the election fair and square, Brother Yates is still reeling from Carey's victory. Not only did Yates lose his \$75,000 a year cushy International Representative job, he also lost the chance to raise his 1991 salary of over \$170,000 to new heights with an appointment to yet another cushy position if his friend R.V. Durham had

been elected.

Harold Yates' vindictive anger toward Carey hurt Minnesota carhaulers during recent contract talks when Yates refused to distribute buttons, contract literature and contract information sent to him by the International for Minnesota carhaulers. Harold Yates left Minnesota carhaulers in the dark during contract talks because Carey, and not Durham, had won the election. Yates even told carhaulers that they could lose their homes in lawsuits if they distributed informative literature at Ryder Truck rental outlets. Ryder's James Ackley must have enjoyed this, along with Brother Kaiser.

The old guard in the Midwest hit a new low in its dirty tricks campaign against Carey when, on Feb. 9, Minnesota Joint Council 32 (which Yates heads) passed a resolution supporting total local control of the Central-Southern Joint Arbitration Carhaul Committee. JC 32's resolution said that carhaul committee chairmen should be appointed by the locals and area conferences and not by the rank-and-file elected International President. Carey appointed Local 299's Charles Lee to head the Central-Southern panel, and the old guard picked Brother Kaiser from Janesville. Who is impartial and who is not?

The 200-plus Teamster carhaulers in Minnesota will undoubtedly file many grievances when the Janesville-Convoy merger takes place this summer. With James Ackley on the company side and Brendan Kaiser on the union's, Ryder Automobile Carrier Division would never lose a grievance. Had this been allowed to happen, Minnesota carhaulers would certainly have lost out.

In conclusion: who should appoint the director of the FBI in Washington? Bill Clinton, or the criminals the FBI is after?

COLLISION:

How the Rank and File Took Back the Teamsters —Kenneth C. Crowe

Hot off the press, "Collision" tells the inside story of the historic election that brought new leadership to the Teamsters. Newsday reporter Ken Crowe has covered the Teamsters union since 1976 and had access to all the key players in the dramatic events that reshaped the Teamsters.

\$23; \$20 each for 5 or more

Send me _____ copies of Collision.

☐ check enclosed

☐ Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

NEWS YOU CAN USE

The Attack on Workers' Compensation

Bob Elias
Workers' Comp Attorney
Wilkes-Barre, Pa.

Editor's note: Workers' compensation laws and their interpretations vary from state to state. Therefore, no single article can accurately describe their status or offer specific advice. We asked workers' compensation attorney Bob Elias to write from his experience and to offer some general advice based on that experience. It is essential that members research and seek legal advice on their specific problems according to their state's laws (see resources box).

Workers' compensation laws in many states are currently under attack

by insurance companies and large businesses. Specifically, insurance companies are looking for ways to pay out less in benefits. As such, they have waged a personal war on many individuals who are legally entitled to receive workers' compensation by way of a huge media campaign. Their attempt is to show that massive insurance fraud is occurring and that they are, therefore, paying out benefits to many individuals who are not entitled to them.

Along these lines, there have been many programs by the major media networks showing individuals fraudulently collecting workers' com-

pensation benefits. And while this may be the case in some individual instances, surveys have indicated that these individuals are few and far between. What this is all about is an attempt to justify programs that would allow them to further cut back on benefits to injured workers.

The law is already stacked against the employee and in favor of the employer. From the outset, the employer usually has standing behind it an insurance company with a staff of attorneys and knowledgeable adjusters who know the ins and outs of the workers' compensation laws. Immediately, when an employee gets injured, he or she is sent to a company doctor who is working with the employer and insurance company. The deck is stacked against the employee from day one.

One of the major problems with most state workers' compensation laws is that they do not require the employer or insurer to educate employees regarding their rights if injured on the job. The result is that the injured employees do exactly as instructed by the employer and insurer. A few weeks or months down the line they find themselves in a situation where their benefits have been cut, their medical bills have not been paid, or they are about to be prematurely forced back to work.

You don't read about these types of things when you hear stories about workers' compensation abuses, nor do you see any documentaries on TV showing how the employers and insurance companies work together to deprive injured employees from receiving benefits to which they are legally entitled.

Workers' compensation laws were originally passed in order to allow injured employees to receive immediate benefits when they are injured on the job. In return, the employee gave up one of his rights guaranteed by the U.S. Constitution, which is his right to file a lawsuit to recover for any personal injuries he received as a result of the negligence of his employer. This would include giving up the right to file for future compensation, pain and suffering, lost wages, or any matter whatsoever.

The injured employee is limited to recovering the basic workers' compen-

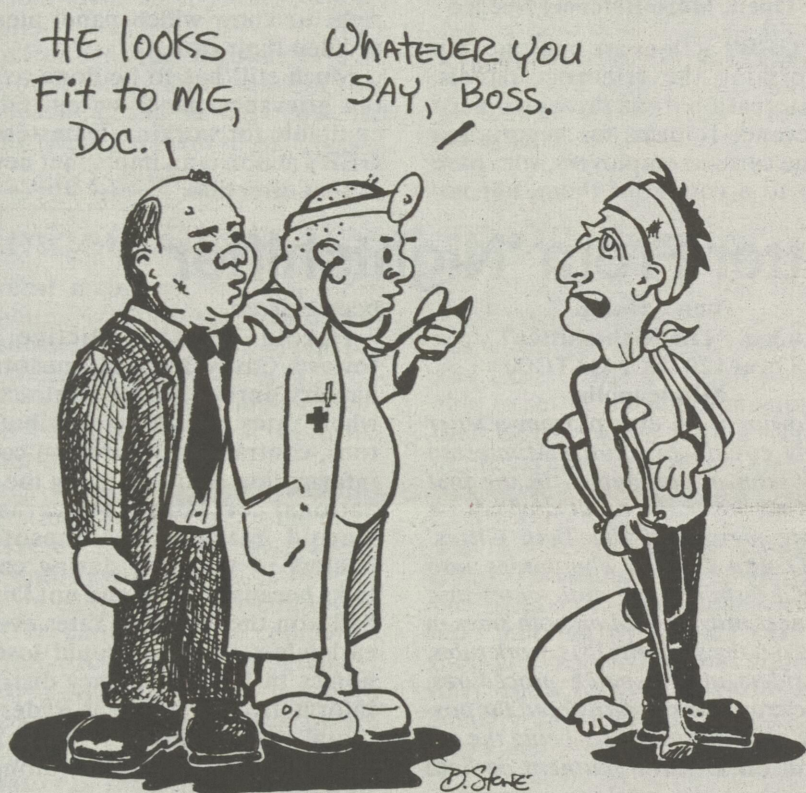
sation benefits against his employer, which usually are a portion of his wages and his medical bills. Despite this, the insurance companies and large business lobbies have been effective in amending the workers' compensation laws in many states.

In some states, for example: the injured employee is now obligated to be treated only by doctors assigned by the company or the insurer for a period of time before he can see his own doctor; when he does see his own doctor, the insurance company does not have to pay the doctor's bills unless they are reviewed and approved by the company doctor; disability standards are being set so they are becoming harder for the employee to meet; and workers' compensation benefits are being coordinated with other benefits that the employee may be entitled to, such as social security, unemployment and pensions.

Changes to the law such as these obviously work a great disadvantage to the injured employee. They not only serve to force him back to work prematurely, but also effectively deny the right to the medical treatment he deserves in order to recover from his work-related injury.

The motivation for these changes to the laws on the part of the insurance companies and large businesses is obviously to pay less money out to the injured employee in lost wages and medical benefits. Many state legislatures are continuing to undertake a review of their workers' compensation laws in an attempt to make changes such as these. It is important for labor unions to recognize the problems inherent in any such changes and resist them with all their resources.

The net result can be that an injured employee is not only giving up his right to file a lawsuit against his employer, but also may be unable to be fully compensated for the wage loss that he has suffered as a result of a work-related injury. And even more importantly, he may be prohibited from receiving compensation for the medical treatment necessary for his recovery. It is vitally important for Teamster members to become acquainted with the workers' compensation laws of their respective states and to take steps to assure that members are educated about them.



Do's and Don'ts of Workers' Comp

Here are a few general do's and don'ts. Check your state's laws and consult legal counsel to be sure of your rights.

1. Make sure your injury and work accident are reported immediately to the company.

2. If possible, check the company's doctor list immediately to find out who the company doctors are (though many companies contract with a single doctor).

3. If there is such a list, go to the company doctor of your choice for the required period according to the worker's compensation law of your state.

4. Make sure you see your own doctor as well as the company doctor for the required period.

5. Never allow a company nurse or a vocational rehabilitation person into the examining room with you when you have an examination with any doctor.

6. Stop treatment with the company doctor as soon as the required period elapses and seek treatment with your doctor.

7. If surgery is recommended by the company doctor and not wanted by the employee, the employee should always seek a second opinion before proceeding. No one can order you to seek intrusive surgery.

8. It is not advisable to return to work without the consent of your doctor. However, if the company doctor orders you to work without the consent of your doctor, be sure to take steps to protect yourself from risking termination: have a current doctor's slip from your doctor on file with your company, and consult expert legal counsel immediately.

9. Never sign any forms while receiving workers' compensation without the advice of legal counsel.

10. Never sign any forms when returning to work without advice of legal counsel.

And 1 More for Good Measure!

When you are injured on the job, consult an attorney who specializes in workers' compensation cases for workers. The company has lawyers; you better have one too!

How to Research Your State's Laws

Workers' compensation laws vary from state to state. The information on this page is written for a general audience. To find out more about the laws in your state, contact the following sources for pamphlets that summarize employees' rights, or for additional information.

- State Departments of Labor.
- State AFL-CIOs and city labor councils.
- Your local union or joint council.
- COSH groups (Councils on Safety & Health, which work closely with unions and provide educational materials and classes).
- The public library.
- Invite a workers' comp expert or attorney to your union or TDU meeting.

UNION SOLIDARITY, LETTERS

Solidarity of Labor Forum Shaky at Northwest Airlines

When Northwest Airlines started asking its unions for concessions to keep the company afloat, the six unions, including Teamster flight attendants, put together a "Labor Leadership Forum" and vowed to deal with the company as one. But with negotiations ongoing, NWA has driven a wedge between the Air Line Pilots Association (ALPA) and the International Association of Machinists (IAM), the third largest and largest unions in the Forum.

ALPA and the IAM have each met separately with the company and have each released statements denouncing the other's actions. The Pilots were the first to break ranks, and the Machinists said they did the same because ALPA was not to be trusted.

The airline did a good job of dividing the unions: management's first proposal contained a plan for higher paid workers to lose more pay, and the highly paid pilots were vehement critics of this part of the proposal. Then management invited the pilots in to talk about their objections, and the pilots accepted.

While meeting separately with management was a bad idea, it should not be a reason to tear apart the union coalition, according to Teamster President Ron Carey. In a press statement, Carey said, "Workers didn't cause the crisis at Northwest, and our problem is not with each other. Our problem is with owners who have not taken full responsibility for the mess they created, and who have not taken seriously enough employees' concerns about their future."

Local 2000 President Mary Don Erskine, representing about 9,000 flight attendants, said, "We will explore all avenues for coordinated ef-

fort (in negotiations)." Meanwhile, owners Al Checchi and Gary Wilson, whose leveraged buyout of NWA caused the crisis, have agreed to share the burden by not taking their usual \$10 million per year consulting fees.

In other Teamster solidarity news:

Teamsters and 'Barney' Win at Hasbro

On the eve of scheduled appearances of a giant, purple dinosaur speaking out against anti-union practices, the world's largest toy company agreed to drop demands for cutting new-hire pay in half at its Rhode Island warehouse. The agreement, with about 400 Hasbro warehouse workers, members of Teamsters Local 251, ends a lockout that started days before last Christmas. The company had told its workers it would move the operation to Mexico if it didn't get its way.

In a public relations coup, the Teamsters enlisted the support of the popular children's TV star and dinosaur Barney. Barney's outrage, combined with Teamsters' solidarity and willingness to leaflet across the country in support of a Hasbro boycott, moved the company to a reasonable agreement.

Green Giant Forced to Tell Truth on Labels

In 1990, the Green Giant food company closed its frozen vegetable plant in Watsonville, Calif., to move production to Mexico. The company not only gained lax water quality standards, it replaced 382 Teamster Local 912 members with non-union workers making \$4 a day.

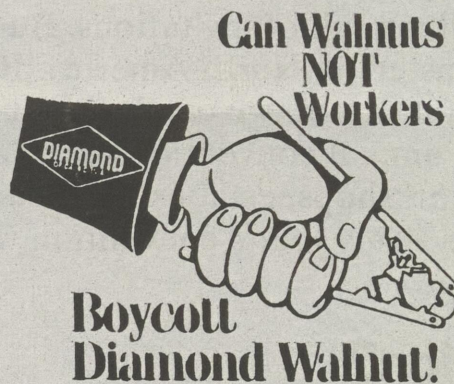
Apparently to hide the move, Green Giant has been marketing the vegetables with names like "American

Mixtures" and "San Francisco Style," while hiding the phrase "Product of Mexico" in tiny type on the back of the package.

But the Local 912 Teamsters have been working hard to inform the public about Green Giant's evil ways, and asked the U.S. Customs Service to force the company to stop deceiving consumers. In early March the Customs Service ordered Green Giant to print the words "Product of Mexico" in much larger letters on the front of the packages. Yolanda Navarro, who worked at the Watsonville plant for 13 years, said Green Giant "only went to Mexico out of greed, and a chance to exploit the conditions there. Their packaging shows they are ashamed to admit what they've done."

Diamond Walnut Boycott Spreads

Diamond Walnut Growers Inc. forced its 500 Teamster processing-plant workers on strike in September 1991 and replaced them with scabs. But the Teamsters, members of Local 601 in Stockton, Calif., have not given up. They've taken their story to community groups and consumers. Several candy companies (Fanny May, Fanny Farmer and Godiva Chocolate)



Local 429 Bylaws

On Feb. 8 Local 429 held its monthly membership meeting at which we made bylaw amendment proposals. The local executive board had 54 pages of amendments and we had 21 pages. (We are in for some long meetings.) The executive board read their proposals and everything was quite mannerly, but when we read ours it was quite different.

The first confrontation was over our proposal for elected stewards and the creation of stewards councils. This really bothered President James Burns. He said this was "creating a union within the union" and would ultimately "tear down the Teamsters. Show me a local that uses this and I'll show you a weak local." Do you hear that, Local 20? Local 688? You must be weak locals, not a powerhouse like Local 429.

The second confrontation was over the members' right to information. Brother Burns stated, "Not all members should have this information." But he refused to elaborate.

President Burns' only response to

our proposal to have officers' severance pay and officers' salary subject to the approval of the membership was, "This should be left up to the executive board." Hmm, what's that old saying about the fox guarding the hen house?

At the end of the reading President Burns compared both proposals and, holding ours in his hand, said, "These say membership, membership, membership. And that takes power away from the executive board. This is not the way to run a union. We (the executive board) took the model bylaws and used what we thought was appropriate, and you've got to remember a majority of the International are TDU. So the model bylaws in essence come from TDU."

Jimmy, Jimmy, Jimmy. For a minute there I thought you got the idea, but I guess the membership will just have to keep trying to teach you what the New Teamsters are all about.

Don Riccio
Local 429, New Penn Trucking
Reading, Pa.

Lucky Stores Lines Its Pockets

Local 490's officials recently obtained Lucky's agreement to allow us to shift one dollar per straight-time hour from wages to pension contributions. They recommended the proposal, which was accepted by the bargaining unit. Now we have learned that the agreement means that Lucky will also deduct \$1.50 per hour from our overtime rate and stick that money in their own pocket. That means that someone who works 40 hours of overtime a month will be out \$60 over and above the \$174 shifted to pension contributions.

In our last election our officials beat out their challengers by saying it was too risky to entrust our affairs to inexperienced people. Just imagine how much experience it takes to get Lucky to increase its profits at our expense. A few more experiences like this and we'll be ruined.

Scott P. Leighton
Local 490, Lucky Stores
Vallejo, Calif.

TDU Meets

ARIZONA

Friday, April 2—7 p.m.
Embassy Suites
3210 N.W. Grand Ave., Phoenix

Saturday, April 3—11 a.m.
Quality Inn
1601 N. Oracle Rd., Tucson

ATLANTA

Saturday, March 27—6 p.m.
New Location
The Village Clubhouse
750 Six Flags Ave, Austell
(404) 941-7405 for directions

CLEVELAND

Sunday, April 18—1 p.m.
Bedford Hts. Community Center
5615 Perkins Rd.
Bedford Heights, Ohio

EAST BAY

Saturday, May 8—10 a.m.
Hayward
For information: (510) 653-3865

EVERGREEN TDU

Saturday, April 3—9 a.m. - 11 a.m.
Portland Ave. Community Center
Tacoma, Wash.

MEMPHIS

Sunday, March 28—2 p.m.
Airport Park Inn
Lamar & Getwell

MILWAUKEE

Saturday, May 8—10:30 a.m.
Pension Workshop
New Location: Security Bank
6645 W. Oklahoma

ST. LOUIS

Sunday, April 18—12:30 p.m.
Fireside Inn
N. Broadway and E. Taylor

SOUTHERN CALIFORNIA

Running for Local Office Workshop
Saturday, May 15
10 a.m. - 2:30 p.m.
VFW Hall
101 S. Main St., Pomona, Calif.
\$20 registration fee
For information: (310) 426-3634

WHY JOIN TDU?

Will it make me rich?

No one will come to your door with a check for a million dollars. But TDU members have fought for—and won—better contracts, benefits and pensions. TDU can teach you how to organize with others to protect your job, wages and working conditions.



Will it make me smarter?

Joining TDU won't increase your IQ. It will give you the best source of news about events in our union—*Convoy Dispatch*. TDU publishes contract bulletins and educational materials, and sponsors workshops on your legal rights, using the grievance procedure and more. Got a question about your contract, or how to pursue a grievance? Want help organizing a meeting? Call the TDU office, we'll be glad to help.

Will it improve my social life?

We can't promise you a mailbox full of invitations. But you will be part of a network of some of the best Teamsters in North America. If there's a TDU chapter in your area you can be a part of it. If not, we can help you organize one. Each year TDU members gather for our annual convention where we elect our leadership, set policies, attend educational workshops, establish company and jurisdictional networks, and enjoy our solidarity. This year's convention will be Oct. 29-31 in Pittsburgh, and you'll be invited.



Will I get a better union?

Bet on it. TDU has helped to win major victories in our union, such as the Right to Vote for our General Executive Board, majority rule on contracts, and the right to vote on supplements. We helped elect a new International leadership. And we're actively organizing at the local level. TDU works when members get involved. Fill out the application and join today.



JOIN TDU

Don't delay!
The TDU movement needs your support now.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

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TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.